



City Employee Compensation Analysis

(Part 2 of 4)

Welcome to the "\$100,000 Club"

Explosive Growth in City Workers Earning \$100,000 or More Annually

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A Report by

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(District 5)

Table of Contents

Section 1: Key Findings and Study Methodology

Finding 1: Membership Increases in the "\$100,000 Club"

Finding 2: Proportion of City Workforce Earning \$100,000
Increases

*Section 2: \$100k Club Roster for Calendar Year 2008 A-1

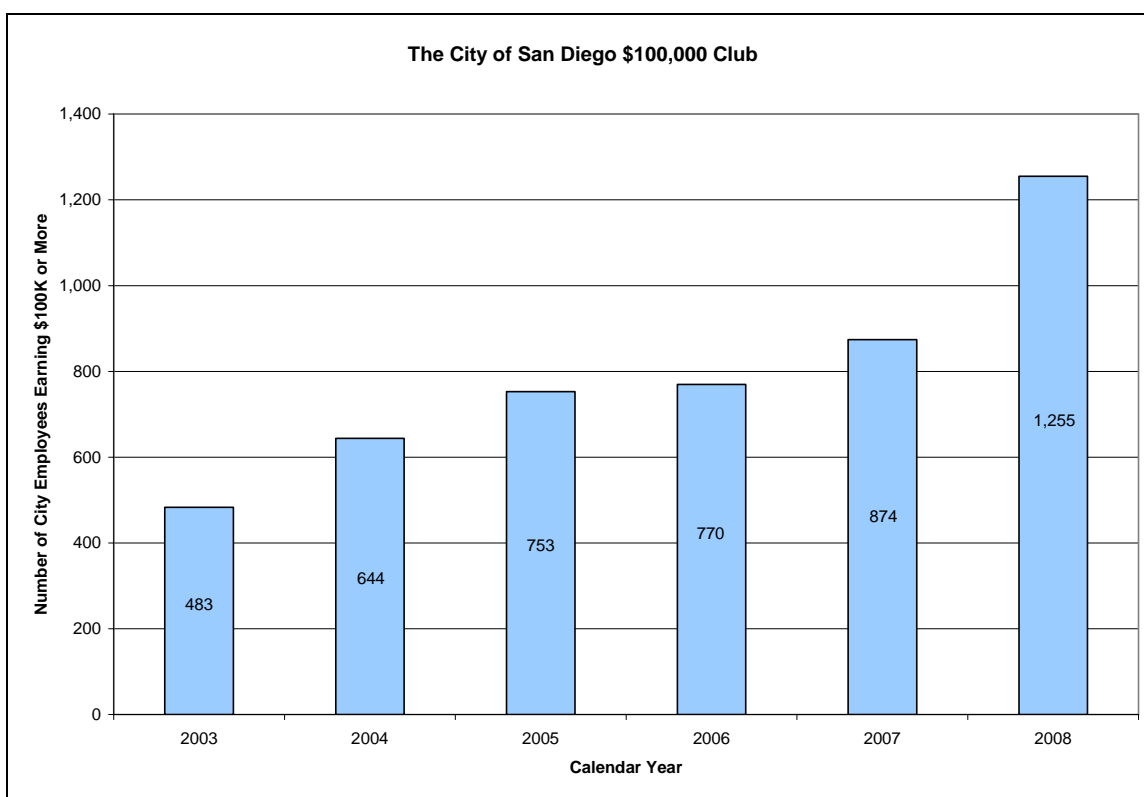
*Section 3: \$100k Club Roster for Calendar Year 2007 A-2

Sections 2 and 3 have not been posted due to the size of the documents. To obtain a copy of these sections please contact Councilmember DeMaio's office at 619-236-6655

Summary of Key Findings

Finding 1: Membership in the \$100,000 Club is on the rise among City of San Diego employees.

For Calendar Year 2008, a startling 1,255 City employees (11.7% of FY 2009 budgeted positions) earned over \$100,000 in salaries and wages. This amount exceeds the previous year's total by 381 employees, an increase of 43.59%.



Finding 2: The proportion of the City's workforce earning at least \$100,000 has steadily increased since 2003.

In 2003, 483 out of 11,269 city employees (4.29%) earned \$100,000 or more. 1,255 out of 10,729 City employees (11.7%) earned at least \$100,000. Notice that the number of employees in the \$100k Club has not decreased from the previous year in any year since 2003. Furthermore, the proportion of the City's workforce earning at least \$100,000 has grown in every year except one since 2003.



CY	FY	Citywide Annually Budgeted FTEs ¹	Number of 100K Members	100k % Change	Percent of Workforce in 100K Club
2003	2004	11,269	483		4.29%
2004	2005	11,071	644	33.33%	5.82%
2005	2006	10,834	753	16.93%	6.95%
2006	2007	11,391	770	2.26%	6.76%
2007	2008	10,787	874	13.51%	8.10%
2008	2009	10,729	1,255	43.59%	11.70%

¹ FY 2004 figures taken from FY 2005 Annual Budget
FY 2005 – 2007 figures taken from FY 2007 Annual Budget
FY 2008 – 2009 figures taken from FY 2009 Annual Budget

Study Methodology

The data used in this examination of City employee compensation reflects an ongoing exercise of Councilmember Carl DeMaio's since 2003. The most recent year of data, Calendar Year 2008, was provided by the City of San Diego Personnel Department at the request of the District 5 Council office. Data was requested in the same format as previous years to allow for comparisons over time. The reports are entitled "Base Earnings and Overtime by Total Earnings for Calendar Year 20XX." They include listings of Departments, Class Title, Base Earnings, Overtime Earnings and Total Earnings (See Appendix for Calendar Year 2008 example.) Total earnings data for Calendar Year 2008 is noted "as of pay period ending 12/12/2008."

Totals for Annually Budgeted Positions (FTEs) are taken from the City of San Diego Annual Budgets of FY 2009, 2007 and 2005, as specifically noted in the footnote on page 2. Note that labor data reflects Calendar Years, while budgets reflect Fiscal Years. As a means of consistently comparing these data sets, the budgeted positions for fiscal years were paired with salary data for previous calendar years (e.g. FY 2009 corresponds to CY 2008 salary and wage data.)